

## BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

Received-FCC  
Approved by OMB  
3060-0113

MAY 31 2019

Bureau / Office

(For FCC Use Only)

Code No.

Legal Name of the Licensee Sirius XM Radio Inc.		
Mailing Address 1290 Avenue of the Americas, 11th Floor		
City New York	State or Country (if foreign address) NY	ZIP Code 10104
Telephone Number (include area code) (212) 584-5100	E-Mail Address (if available)	
	Facility ID Number 184343	Call Sign

### TYPE OF BROADCAST STATION :

Commercial Broadcast Station

Noncommercial Broadcast Station

- |   |   |  |
|---|---|--|
| <input checked="" type="checkbox"/> Radio | <input type="checkbox"/> TV             | <input type="checkbox"/> Educational Radio |
| <input type="checkbox"/> Low Power TV     | <input type="checkbox"/> Educational TV |  |
| <input type="checkbox"/> International    |   |  |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through IV should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
	184343	<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	Washington, DC	<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name <b>Jennifer Tatel</b>		Street Address <b>1800 M Street, NW, Suite 800N</b>	
City <b>Washington</b>	State <b>DC</b>	Zip Code <b>20036</b>	Telephone No. <b>(202) 783-4141</b> ( )

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

☒ Yes ☐ No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

See Exhibit 1

Does your station employment unit employ fewer than five full-time employees?  
Consider as "full-time" employees all those permanently working 30 or more hours a week.

☐ Yes ☒ No

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

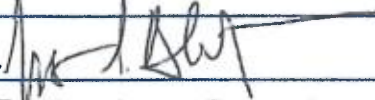
**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT  
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent <b>James S. Blitz</b>
Title <b>V.P., Regulatory Counsel</b>	Telephone No. (include area code) <b>(202) 380-1383</b>
Date <b>05/31/2019</b>	



**The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.**

#### **GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

#### **RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME	TITLE
Adelmise Warner	Global Head of Diversity and Inclusion

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

#### **I. EEO PUBLIC FILE REPORT**

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

Exhibit No.
2

#### **II. NARRATIVE STATEMENT**

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

Exhibit No.
3

#### **FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour, 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

### **Discrimination Complaints**

On June 29, 2011, Telicia Dennis filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming that Sirius XM engaged in disparate pay raises (Case No. 570-2011-00824). This charge was dismissed on January 26, 2012.

On July 11, 2011, Dana Henderson filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming that she was denied training opportunities (Case No. 570-2011-01339). This charge was dismissed on January 26, 2012.

On July 11, 2011, Karena Knowles filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming that she was denied training opportunities, and that she was a victim of intimidation and unequal working conditions (Case No. 570-2011-01338). This charge was dismissed on January 26, 2012.

On October 3, 2011, Allison Coleman filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming discrimination in pay on the basis of race and that she was denied consulting help (Case No. 570-2011-01299). This charge was dismissed on May 9, 2012.

On March 19, 2012, Sundiata Alaye filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming that he was denied a promotion to Vice President due to his race (Case No. 570-2012-00955). This charge was dismissed on September 30, 2013.

On August 3, 2012, Lisa McKittrick filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming harassment and age discrimination (Case No. 846-2012-65383). This charge was dismissed on March 29, 2013.

On December 20, 2016, Jennifer Davis filed a charge against Sirius XM with the U.S. Equal Employment Opportunity Commission, Washington, D.C. field office, claiming discrimination on the basis of disability (Case No. 570-2017-00488). This charge was settled on March 23, 2017.

**SIRIUS XM RADIO INC.  
WASHINGTON DC EMPLOYMENT UNIT  
EEO PUBLIC FILE REPORT  
June 1, 2018-May 31, 2019<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Coordinator, Music Programming	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Technician, Network Operations Center	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	8
Principal Engineer, Systems Integration	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Principal Engineer	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Vice President, National Repeater Control Center (NRCC)	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Supervisor, DC Sports Newsroom	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Engineer IV, Project Engineer	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	2
Program Director, ESPNU/College Sports	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Associate Producer, PGA Tour Radio	1-3, 5, 7-8, 15, 21-22, 24, 27-28, 30-32, 35, 41, 45, 47	5
Audio Editor, Sports Newsroom	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5

<sup>1</sup> This Report provides recruitment data collected from May 22, 2018 through May 21, 2019.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer, ESPNU Radio	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Fantasy Sports	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, Fantasy Sports	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Senior Operator, National Repeater Control Center	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Producer, College Conference Channels	2-3, 8, 15, 17, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Producer, College Conference Channels	2-3, 8, 15, 17, 21, 24, 27-28, 30-32, 35, 41, 45, 47	8
Associate Producer, NASCAR	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Producer, College Conference Channels	2-3, 5, 8, 15, 17, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, College Conference Channels	2-3, 5, 8, 15, 17, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, NASCAR	2-3, 5, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Talk Programming	1-3, 7-8, 11, 14-15, 21, 24, 27-28, 30-32, 35, 41, 45-47	1
Program Director	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Manager, Broadcast Systems Maintenance	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	8
Technician, IP NOC	2-5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Technician, Broadcast Operations Center	2-3, 5, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Technician, Broadcast Operations Center	2-3, 5, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technician, IP NOC	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, PGA	2-3, 5, 8, 10, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 7-8, 10-11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	8
Associate Producer, NASCAR	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Director, Networks and Infrastructure Engineering	1-3, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Assistant Music Programmer	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician, Broadcast Maintenance Engineering	2-3, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	11

**SIRIUS XM RADIO INC.  
WASHINGTON DC EMPLOYMENT UNIT  
EEO PUBLIC FILE REPORT  
June 1, 2018-May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Word-of-Mouth Referral</b>	N	5
2	<b>Company website(s)</b> www.siriusxm.com http://siriusxm.jobs	N	48
3	<b>Internal Posting/Company Intranet</b>	N	118
4	<b>Monster</b> Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 <sup>th</sup> Floor New York, NY 10017	N	1
5	<b>Internal Transfer/Promotion/Conversion</b>	N	22
6	<b>Washington City Paper</b> Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	<b>Former Employee/Intern</b>	N	11
8	<b>Indeed</b> (via indirect scraping)* http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	71
9	<b>Dice.com</b> http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	0
10	<b>Glassdoor.com</b> http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	2
11	<b>LinkedIn</b> (online job board and/or active sourcing) James Goetter http://www.linkedin.com 212-946-0443 250 5 <sup>th</sup> Avenue New York, NY 10118	N	19



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>HotJobs</b> (via indirect scraping)* <a href="http://www.hotjobs.com">http://www.hotjobs.com</a> 45 West 18 <sup>th</sup> Street New York, NY 10011	N	0
13	<b>Media Recruiting Group</b> Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	0
14	<b>Careerbuilder</b> (via indirect scraping)* <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	1
15	<b>District of Columbia – Department of Employment Services</b> (via DirectEmployers Association) <a href="https://www.dcnetworks.org">https://www.dcnetworks.org</a> and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	<b>Washington Post Website</b> (via indirect scraping)* 202-334-6000 1150 15 <sup>th</sup> Street, NW Washington, DC 20071	N	0
17	<b>Allaccess.com</b> <a href="http://www.allaccess.com">http://www.allaccess.com</a> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	1
18	<b>Craig's List</b> <a href="http://washingtondc.craigslist.org/">http://washingtondc.craigslist.org/</a> 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	0
19	<b>Entertainmentcareers.net</b> Miles Gibbons <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	<b>WorkplaceDiversity.com</b> <a href="http://www.workplacediversity.com">http://www.workplacediversity.com</a> 26 Eastmans Road Parsippany, NJ 07054	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>SimplyHired</b> (via indirect scraping)* <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	0
22	<b>Google Jobs</b> <a href="https://jobs.google.com">https://jobs.google.com</a> 1600 Amphitheatre Parkway Mountain View, CA 94043	N	1
23	<b>George Washington University</b> Career Center 1922 F Street, NW Washington, DC 20052	N	0
24	<b>Howard University</b> Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
25	<b>Mediabistro.com</b> <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	<b>Cynopsis</b> Trish Pihonak <a href="http://www.cynopsis.com">http://www.cynopsis.com</a> 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	<b>American University</b> Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 <a href="mailto:mspauld@american.edu">mspauld@american.edu</a> 202-885-1799 <a href="http://www.american.edu/careercenter/">http://www.american.edu/careercenter/</a>	N	0
28	<b>George Mason University</b> Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 <a href="http://careers.gmu.edu/">http://careers.gmu.edu/</a>	N	0
29	<b>Hispanic Association on Corporate Responsibility</b> <a href="mailto:hacr@hacr.org">hacr@hacr.org</a> 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	<b>Georgetown University</b> Ubah Aden 37 <sup>th</sup> and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 <a href="http://careerweb.georgetown.edu/">http://careerweb.georgetown.edu/</a>	N	0
31	<b>Washington Area Women's Foundation</b> Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	<b>Korean Community Service Center of Greater Washington</b> Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	<b>American Women in Radio and Television</b> 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 <a href="http://www.awrt.org/">http://www.awrt.org/</a>	N	0
34	<b>Bowie State University</b> Career Development Center 14000 Jericho Park Road Bowie, MD 20715	N	0
35	<b>Organization of Chinese Americans</b> oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
36	<b>League of United Latin American Citizens</b> Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0
37	<b>Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS)</b> The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0

May 31, 2019

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	<b>National Association of Multicultural Engineering Program Advocates (NAMEPA)</b> 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	<b>The Society of Women Engineers (SWE)</b> 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	<b>Facebook</b> (Sirius XM online job messaging) <a href="http://www.facebook.com">http://www.facebook.com</a> 156 University Avenue Palo Alto, CA 94301	N	1
41	<b>Towson University</b> The Career Center 410-704-2233 8000 York Road Towson, MD 21252 <a href="http://www.towson.edu/careercenter/">http://www.towson.edu/careercenter/</a>	N	0
42	<b>Twitter</b> (Sirius XM online job messaging) <a href="http://www.twitter.com">http://www.twitter.com</a> 795 Folsom Street San Francisco, CA 94103	N	0
43	<b>The Society of Broadcast Engineers</b> <a href="http://www.sbe.org/">http://www.sbe.org/</a> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
44	<b>University of Maryland – College Park</b> University Career Center College Park, MD 20742	N	0
45	<b>National Lesbian &amp; Gay Journalists Association</b> 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202.588.9888	N	0
46	<b>Instagram</b> <a href="https://instagram.com">https://instagram.com</a> 200 Jefferson Dr Menlo Park, CA 94025	N	1
47	<b>DirectEmployers Association, Inc.</b> ( <i>posts all jobs for this employment unit at <a href="http://Siriusxm.com/careers">Siriusxm.com/careers</a> to <a href="http://JobsCentral.com">JobsCentral.com</a>, <a href="http://Universe.jobs">Universe.jobs</a>, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i> ) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	N	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>Berklee College of Music</b> 1140 Boylston Street Boston, MA 02215 careercenter@berklee.edu	N	0
49	<b>Diversityjobs.com</b> <a href="https://diversityjobs.com/">https://diversityjobs.com/</a> Rob Steward rsteward@latpro-inc.com 954-727-3850	N	0
50	<b>Career Fair – National Black MBA Association</b> Howard University School of Business 2600 6 <sup>th</sup> Street, NW Washington, DC 20059	N	0
51	<b>Career Fair – George Washington University</b> GWU School of Business 2201 G Street, NW Washington, DC 20052	N	0
52	<b>Career Fair – Quantico Marine Base (9/21/2018)</b> The Clubs at Quantico 3019 Embry Loop MCB, Quantico, VA 22134	N	0
53	<b>Career Fair – Quantico Marine Base (3/22/2019)</b> The Clubs at Quantico 3019 Embry Loop MCB, Quantico, VA 22134	N	0
54	<b>Career Fair – George Washington University School of Business</b> GWU School of Business 2201 G Street, NW Washington, DC 20052	N	0
55	<b>Career Fair – DeVry University</b> DeVry University 2450 Crystal Drive Arlington, VA 22202	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>310</b>

\* These internet websites function as aggregators, automatically “scraping” other employment sites for job listings and reposting these listings on their own site. In this manner, these sites can generate interviewees and hires for Sirius XM even though they are not sources that we affirmatively contact.



**SIRIUS XM RADIO INC.**  
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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On September 8, 2018, Sirius XM participated in a career fair hosted by the National Black MBA Association. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to members of the NBMBA.
2	Participate in job fair	On September 20, 2018, Sirius XM participated in a career fair hosted by George Washington University. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to students at George Washington University.
3	Participate in job fair	On September 21, 2018, Sirius XM participated in a career fair hosted by the Quantico Marine Base. Participants included a Senior Recruiter, a Director, NRCC and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to veterans and students.
4	Participate in job fair	On January 31, 2019, Sirius XM participated in a career fair hosted by the George Washington University School of Business. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to students of the George Washington University School of Business.
5	Participate in job fair	On March 22, 2019, Sirius XM participated in a career fair hosted by the Quantico Marine Base. Participants included a Director, PMO and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to veterans and students.
6	Participate in job fair	On May 14, 2019, Sirius XM participated in a career fair hosted by DeVry University. Participants included a Director, NRCC and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to veterans and military spouses.

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	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On May 23, 2018, Sirius XM hosted the Howard University Small Business Council at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
8	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On June 6, 2018, Sirius XM hosted students from George Washington University at its studios in Washington, DC. Participants from the employment unit included Senior Producer, Talk Programming. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
9	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On June 21, 2018, Sirius XM hosted members of the Black Data Processors Association, DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Senior Recruiter, a Senior Director, Auto Partnerships – OEM Ford and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM, Lexus and Cadillac and a question and answer session. The members of BDPA were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
10	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On June 28, 2018, Sirius XM hosted students from the University of Maryland at its studios in Washington, DC. Participants from the employment unit included Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
11	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On July 10, 2018, Sirius XM hosted members of the National Society of Black Engineers, DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. The members of NSBE were given a tour of the broadcast facilities.
12	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On July 18, 2018, Sirius XM hosted members of the Black Data Processors Association, DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The members of BDPA were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
13	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On September 10, 2018, Sirius XM hosted the National Society of Black Engineers, at its studios in Washington, DC. Participants from the employment unit included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The members of NSBE were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
14	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On October 1, 2018, Sirius XM hosted the National Society of Black Engineers, DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The members of NSBE were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
15	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On October 14, 2018, Sirius XM hosted the National Society of Black Engineers, Southern Maryland Chapter at its studios in Washington, DC. Participants from the employment unit included a

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		Director, Quality Assurance and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The members of NSBE were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
16	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On February 12, 2019, Sirius XM hosted the Joint Service Academy Business Mixer at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The veterans were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
17	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On March 4, 2019, Sirius XM hosted the American University and the University of Oklahoma Washington Journalism Program at its studios in Washington, DC. Participants from the employment unit included an Associate Producer, Talk Programming and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
18	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On March 8, 2019, Sirius XM hosted the University of Maryland at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
19	Host event/program sponsored by or on behalf of a community or educational organization relating to	On March 18, 2019, Sirius XM hosted Binghamton University at its studios in Washington, DC.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	careers in satellite radio	Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about SiriusXM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
20	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On May 6, 2019, Sirius XM hosted a member meeting of the National Society of Black Data Engineers, DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. The members of NSBE were given a tour of the broadcast facilities. After completion of event, attendees were sent an e-mail linking them to the SiriusXM job site.
21	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 6, 2019, Sirius XM participated in an alumni panel at Georgetown University. Participants from the employment unit included an EVP & Division President, Connected Vehicle, a Senior Vice President, Finance, a Senior Vice President, IT Business Solutions Management, a Vice President, Digital Sales & Marketing and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a networking event where attendees had the opportunity to learn about careers in satellite radio.
22	Receive award for achievement in Diversity	On November 30 <sup>th</sup> , 2018, Walt Sanderson, SiriusXM Vice President Human Resources & Diversity Officer received a lifetime achievement award from the Black Data Processors of America, DC Chapter for the support he has provided over the years to assist in matching their members with career opportunities.
23	Host Internship Programs (3)	During this reporting period, Sirius XM hosted a total of 60 interns in Summer and Fall 2018 as well as Spring 2019 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including The University of Maryland –



	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		College Park, American University, George Washington University, Georgetown University and Howard University.

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Engineer IV, Implementation	1-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Assistant, Music Programmer	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Technician, BOC	2-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Assistant Archivist	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Senior Manager, Network Operations Center	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Associate Producer, Talk Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Principal Engineer	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Technician, NOC	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40

<sup>1</sup> This Report provides recruitment data collected from May 22, 2017 through May 21, 2018.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, MLB	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Fantasy Sports Radio	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician, NOC	2-3, 8, 10, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40
Technician, NOC	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40
Producer, The Joe Madison Show	2-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Senior Principal Engineer	2-3, 8, 15, 21, 47	2
Producer, Sports Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Audio Editor, Sports Newsroom	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Principal Engineer, Streaming Operations	2-3, 8, 11, 15, 21, 47	11
Associate Producer, Talk Programming, POTUS	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician, Broadcast Operations	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, MLB	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, College Conference Channels	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30, 41, 47	5
Senior Manager, Operations Networks	2-4, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	4
Associate Producer, Talk Programming	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer, College Conference Channels	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Imaging Producer, Talk Programming	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Coordinator, Streaming Content – Digital Assets	2-3, 8, 10, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47, 49	10
Senior Engineer, SQL	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Producer, Patriot Channel	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Coordinator, Music Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Talk Programming	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Hispanic Music Programming	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Chief Washington Correspondent	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Engineer, Windows Infrastructure – Engineer V	2-3, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Word-of-Mouth Referral</b>	N	5
2	<b>Company website(s)</b> www.siriusxm.com http://siriusxm.jobs	N	22
3	<b>Internal Posting/Company Intranet</b>	N	15
4	<b>Monster</b> Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 <sup>th</sup> Floor New York, NY 10017	N	1
5	<b>Internal Transfer/Promotion/Conversion</b>	N	16
6	<b>Washington City Paper</b> Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	<b>Former Employee/Intern</b>	N	3
8	<b>Indeed (via indirect scraping)*</b> http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	6
9	<b>Dice.com</b> http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	0
10	<b>Glassdoor.com</b> http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	2
11	<b>LinkedIn (online job board and/or active sourcing)</b> James Goetter http://www.linkedin.com 212-946-0443 250 5 <sup>th</sup> Avenue New York, NY 10118	N	5



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>HotJobs</b> (via indirect scraping)* <a href="http://www.hotjobs.com">http://www.hotjobs.com</a> 45 West 18 <sup>th</sup> Street New York, NY 10011	N	0
13	<b>Media Recruiting Group</b> Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	0
14	<b>Careerbuilder</b> (via indirect scraping)* <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	0
15	<b>District of Columbia – Department of Employment Services</b> (via DirectEmployers Association) <a href="https://www.dcnetworks.org">https://www.dcnetworks.org</a> and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	<b>Washington Post Website</b> (via indirect scraping)* 202-334-6000 1150 15 <sup>th</sup> Street, NW Washington, DC 20071	N	0
17	<b>Allaccess.com</b> <a href="http://www.allaccess.com">http://www.allaccess.com</a> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	0
18	<b>Craig's List</b> <a href="http://washingtondc.craigslist.org/">http://washingtondc.craigslist.org/</a> 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	0
19	<b>Entertainmentcareers.net</b> Miles Gibbons <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	<b>WorkplaceDiversity.com</b> <a href="http://www.workplacediversity.com">http://www.workplacediversity.com</a> 26 Eastmans Road Parsippany, NJ 07054	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>SimplyHired</b> (via indirect scraping)* <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	0
22	<b>Advertising Age</b> <a href="http://adage.com">http://adage.com</a> Jackie Ghedine 711 Third Ave. New York, NY 10017 <a href="mailto:jghedine@adage.com">jghedine@adage.com</a>	N	0
23	<b>George Washington University</b> Career Center 1922 F Street, NW Washington, DC 20052	N	0
24	<b>Howard University</b> Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
25	<b>Mediabistro.com</b> <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	<b>Cynopsis</b> Trish Pihonak <a href="http://www.cynopsis.com">http://www.cynopsis.com</a> 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	<b>American University</b> Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 <a href="mailto:mspauld@american.edu">mspauld@american.edu</a> 202-885-1799 <a href="http://www.american.edu/careercenter/">http://www.american.edu/careercenter/</a>	N	0
28	<b>George Mason University</b> Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 <a href="http://careers.gmu.edu/">http://careers.gmu.edu/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	<b>Hispanic Association on Corporate Responsibility</b> hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0
30	<b>Georgetown University</b> Ubah Aden 37 <sup>th</sup> and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 <a href="http://careerweb.georgetown.edu/">http://careerweb.georgetown.edu/</a>	N	0
31	<b>Washington Area Women's Foundation</b> Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	<b>Korean Community Service Center of Greater Washington</b> Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	<b>American Women in Radio and Television</b> 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 <a href="http://www.awrt.org/">http://www.awrt.org/</a>	N	0
34	<b>Bowie State University</b> Career Development Center 14000 Jericho Park Road Bowie, MD 20715	N	0
35	<b>Organization of Chinese Americans</b> oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
36	<b>League of United Latin American Citizens</b> Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	<b>Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS)</b> The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0
38	<b>National Association of Multicultural Engineering Program Advocates (NAMEPA)</b> 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	<b>The Society of Women Engineers (SWE)</b> 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	<b>Facebook</b> (Sirius XM online job messaging) <a href="http://www.facebook.com">http://www.facebook.com</a> 156 University Avenue Palo Alto, CA 94301	N	3
41	<b>Towson University</b> The Career Center 410-704-2233 8000 York Road Towson, MD 21252 <a href="http://www.towson.edu/careercenter/">http://www.towson.edu/careercenter/</a>	N	0
42	<b>Twitter</b> (Sirius XM online job messaging) <a href="http://www.twitter.com">http://www.twitter.com</a> 795 Folsom Street San Francisco, CA 94103	N	0
43	<b>The Society of Broadcast Engineers</b> <a href="http://www.sbe.org/">http://www.sbe.org/</a> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
44	<b>University of Maryland – College Park</b> University Career Center College Park, MD 20742	N	0
45	<b>National Lesbian &amp; Gay Journalists Association</b> 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202.588.9888	N	0
46	<b>Intentionally left blank</b>	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	<b>DirectEmployers Association, Inc.</b> ( <i>posts all jobs for this employment unit at Siriusxm.com/careers to JobsCentral.com, Universe.jobs, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i> ) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	N	5
48	<b>Berklee College of Music</b> 1140 Boylston Street Boston, MA 02215 careercenter@berklee.edu	N	0
49	<b>Diversityjobs.com</b> <a href="https://diversityjobs.com/">https://diversityjobs.com/</a> Rob Steward <a href="mailto:rsteward@latpro-inc.com">rsteward@latpro-inc.com</a> 954-727-3850	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>84</b>

\* These internet websites function as aggregators, automatically "scraping" other employment sites for job listings and reposting these listings on their own site. In this manner, these sites can generate interviewees and hires for Sirius XM even though they are not sources that we affirmatively contact.



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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in job fair	On November 8, 2017, Sirius XM participated in a career fair hosted by Morgan State University, Graves School of Business. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to Morgan State University MBA students.
<b>2</b>	Participate in job fair	On November 17, 2017, Sirius XM participated in a career fair hosted by the US Marine Corps at Quantico. Participants included a Vice President, Human Resources Business Partner & Diversity Officer and a Vice President & General Manager, Broadcast Operations. This fair was open to exiting members of the US Marine Corps.
<b>3</b>	Participate in job fair	On February 1, 2018, Sirius XM participated in a career fair hosted by George Washington University. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to George Washington University students.
<b>4</b>	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On June 4, 2017, Sirius XM hosted the National Society of Black Engineers at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a scholarship awards reception and a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On June 22, 2017, Sirius XM hosted Prospanica, The Society of Hispanic Professional Engineers and the Black Data Processing Association at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.
6	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On July 28, 2017, Sirius XM hosted Phi Iota Alpha, a Latino fraternity at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
7	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On September 19, 2017, Sirius XM hosted the National Black MBA Association – DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and networking reception where attendees had the opportunity to learn about careers in satellite radio.
8	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On November 2, 2017, Sirius XM hosted the Alliance for Women in Media at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity, an on-air host, a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a reception and panel discussion where attendees had the opportunity to learn about careers in satellite radio.
9	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On January 23, 2018, Sirius XM hosted the National Black MBA Association – DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and panel discussion where attendees had the

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		opportunity to learn about careers in satellite radio.
10	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On February 15, 2018, Sirius XM hosted the National Association of Multi-ethnicity in Communications – Mid-Atlantic Chapter at its studios in Washington, DC. Participants from the employment unit included a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and discussion where attendees had the opportunity to learn about careers in satellite radio.
11	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On September 21, 2017, Sirius XM hosted the Baltimore/DC Black Alumni of Washington University at its studios in Washington, DC. Participants from the employment unit included a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a reception and discussion where attendees had the opportunity to learn about careers in satellite radio.
12	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 6, 2017, Sirius XM hosted technology students from McKinley High School at its studios in Washington, DC. Participants from the employment unit included a Coordinator, Music Programming, a Senior Manager, Program Management, a Principal Engineer, Satellite Uplink Operations, a Senior Director, Interactive Design and a Senior UX Designer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
13	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On January 6, 2018, Sirius XM hosted the National Historically Black Colleges and Universities Alumni Association at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.
14	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 12, 2018, Sirius XM hosted students from Howard University at its studios in Washington, DC. Participants from the employment unit included a Coordinator, Music Programming. The visit included a presentation about Sirius XM and the company's internship program, career

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		paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
15	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 23, 2018, Sirius XM hosted students from George Washington University at its studios in Washington, DC. Participants from the employment unit included a Producer, Talk Programming. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
16	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On March 2, 2018, Sirius XM hosted students from Towson University at its studios in Washington, DC. Participants from the employment unit included a Producer, Talk Programming. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
17	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On July 28, 2017, Sirius XM participated in the National Historically Black Colleges and Universities Alumni Association off-site meeting at Bowie State University. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a networking event where attendees had the opportunity to learn about careers in satellite radio.
18	Participate in event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting	On September 15, 2017, Sirius XM participated in a panel discussion sponsored by the Council for Opportunity in Education National Conference at the Washington Hilton. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a panel discussion where high school and college counselors had the opportunity to learn about STEM careers in satellite radio.
19	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On March 13, 2018, Sirius XM hosted the Joint Service Academy Business Mixer at its studios in Washington, DC. Participants from the employment unit included a Vice President & General Manager, Broadcast Operations and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a networking event where attendees had the opportunity to learn about careers in satellite radio.

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20	Host Internship Programs (3)	During this reporting period, Sirius XM hosted a total of 30 interns in Summer and Fall 2017 as well as Spring 2018 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including The University of Maryland – College Park, American University, George Washington University, The Catholic University and Howard University.

**Outreach Efforts for the  
Sirius XM Washington, D.C. Employment Unit**

As Sirius XM discussed with Commission staff prior to implementing the company's EEO program, Sirius XM patterns its FCC EEO program and procedures on the Commission's EEO rules applicable to the broadcast industry, with modifications as needed to account for the unique characteristics of satellite radio and the manner in which that service is licensed. In particular, under Sirius XM's EEO program:

- Sirius XM has two employment units, one in New York City and one in Washington, D.C., representing the two locations from which the company originates its satellite radio transmissions;
- Sirius XM follows the license renewal deadlines applicable to broadcast stations licensed to New York City and Washington, D.C. for purposes of its FCC EEO filings and annual reports; and
- Sirius XM's FCC EEO program includes only those employees whose duties are primarily related to the operation of satellite radio facilities.

As demonstrated in the attached EEO Public File Reports, Sirius XM's Washington, D.C. employment unit strives for broad and inclusive outreach. During the two-year period covered by this Broadcast Equal Employment Opportunity Program Report, the unit continued to utilize an extensive recruitment source list and maintained its efforts to engage these sources to attempt to reach a diverse pool of job candidates throughout the Washington, D.C. community. Further, Sirius XM has hosted many events for community and educational organizations as part of its effort to ensure broad exposure of opportunities in satellite radio. Sirius XM also has participated in numerous job fairs, hosted station tours, and offered a variety of internships that provide practical experience in most aspects of satellite radio operations.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, please see the attached EEO Public File Reports.